

Received: 1/24/2025 @ 9:22am



January 24, 2025

**VIA USPS FIRST CLASS MAIL
AND EMAIL**

Breeyn Handberg
Program Manager, Rapid Response
Office of Workforce Development
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P.O. Box 1618
Columbus, OH 43219
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Ilene Shapiro, Executive
County of Summit, Ohio
Ohio Building - 8th Floor
175 South Main Street
Akron, OH 44308
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Jeffrey Anzevino, Mayor
City of Hudson, Ohio
Hudson City Hall
1140 Terex Road
Hudson, OH 44236
Email: janzevino@hudson.oh.us

Re: **UPDATED NOTICE** – Possible Employee Separations Related To
JOANN's Corporate Headquarters in Hudson, Ohio

Dear Ms. Handberg, Executive Shapiro, and Mayor Anzevino:

As you know, we notified you via letter dated January 13, 2025 of potential separations of employees at Jo-Ann Stores Support Center, Inc. and its affiliates (the "Company" or "JOANN") located at 5555 Darrow Road, Hudson, Ohio 44236 (the "Corporate Office"), or otherwise aligned to the Corporate Office, should that office close.

Specifically, we shared that JOANN has been working closely with its financial stakeholders to evaluate how to best position the Company for the future. This

includes seeking buyers for a sale of the Company. Should the Company fail to secure a buyer who intends to continue to actively operate JOANN's business (including potentially offering employment to some or all current Company employees), it is possible that the Company may have no choice but to immediately close its Corporate Office and conduct employee separations.

We initially notified you in the January 13, 2025 letter that if it became necessary to close the Corporate Office, employee separations at or otherwise aligned to the Corporate Office are expected to commence on the 14-day period beginning on March 15, 2025, with limited additional separations to occur within approximately 30 to 120 days thereafter as Corporate Office operations wind down. Since that time, we have identified the Corporate Office employees who we will need to retain until later dates in order to assist the Company with the winding down and closure of operations, if necessary.

Accordingly, I write to let you know that if it becomes necessary to close the Corporate Office as described in our January 13, 2025 letter to you, employee separations would not be expected to commence until a 14-day period beginning on March 15, 2025, but the separations of certain Corporate Office employees are now expected to occur on dates during three 14-day periods beginning on March 31, 2025, April 30, 2025, and May 30, 2025.

Enclosed is an updated listing of the job titles of affected employees, the number of affected employees in each job title, and anticipated separation dates for each.

The affected employees are not represented by any union. There are no bumping rights for any affected employees.

As previously noted, in the event this action does occur, it is expected to be permanent, and the entire Corporate Office will close.

You may contact Ann Aber, JOANN EVP, Chief Legal & Human Resources Officer, at 330.463.6684 and/or ann.aber@joann.com, for further information.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Ann Aber', with a stylized, cursive-like script.

Ann Aber
EVP, Chief Legal & Human Resources
Officer
JOANN

Enclosure

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
AI Engineer	1	1			
Analyst II, Inbound Transportation	1	1			
Analyst II, Store Floor Planning	4	4			
Analyst, Accounting Operations	1	1			
Analyst, Asset Protection - Reporting	1	1			
Analyst, Compensation	1	1			
Analyst, Data Science	1	1			
Analyst, Digital Marketing	1	1			
Analyst, Fraud & eCommerce	1	1			
Analyst, Global Logistics	1	1			
Analyst, GRC & SAP Security	2	2			
Analyst, HRIS	1	1			
Analyst, Inventory	5	3		2	
Analyst, IT Operations	1	1			
Analyst, IT Security Compliance	1	1			
Analyst, Lead Digital Solution	1	1			
Analyst, Logistics Planning	1	1			
Analyst, Operations & QA, Core Systems	1	1			
Analyst, Outbound Transportation	1		1		

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Analyst, Quality Assurance	1	1			
Analyst, Quality Compliance	1	1			
Analyst, Store Floor Planning	2	2			
Analyst, Store Labor	1	1			
Analyst, Store Operations	1			1	
Analyst, Store Projects	1	1			
Analyst, Supply Chain	1	1			
Analyst, Sustainability	1	1			
Analyst, Systems	3	3			
Analyst, Transportation	1	1			
Analyst, Transportation Freight Pay	1	1			
Application Engineer	5	5			
Assistant Buyer	16	16			
Assistant General Counsel	2	2			
Assistant Site Merchandiser	1	1			
Assistant, eCommerce Category Merchant	3	3			
Assistant, Product Design	2	2			
Associate Buyer	7	7			
Associate Content Editor, Creativebug	2	2			
Associate Identity & Access Management Engineer	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Associate Merchandise Planner	3	3			
Associate Planner, Merchandise	1	1			
Associate Product Manager	3	3			
Associate Product Manager – Ditto	3	3			
Associate Technical Engineer	2	2			
Associate, eCommerce Category Merchant	1	1			
Associate, Sales & Bank Audit	1	1			
Auditor, Retail	2	2			
Business Analyst, Merchandise Analytics	1	1			
Business Analyst, Omni-Channel	1	1			
Buyer Coordinator	10	10			
Buyer, Cotton Shop	1	1			
Buyer, Fashion Apparel & Special Occasion	1	1			
Buyer, Fine Art & Dec Paint	1	1			
Buyer, Fleece & Warm, Team & License	1	1			
Buyer, Floral & Ribbon	1	1			
Buyer, Frames, Storage & Food	1	1			
Buyer, Front End & Impulse	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Buyer, Home Dec Fabric & Trims	1	1			
Buyer, Jewelry & Textiles	1	1			
Buyer, Kids	1	1			
Buyer, Paper, Sewing & Craft Tech	1	1			
Camera Operator/Video Editor, Creativebug	2	2			
Chief Creative Officer	1	1			
Clerk, DC Accounting	1	1			
Clerk, Expense Accounting	1	1			
Clerk, Import Accounting	1	1			
Clerk, Mailroom	1	1			
Clerk, Merchandise Invoice Processing	1	1			
Clerk, Non-Merchandise Accounting	1	1			
Clerk, Store Receiving	1	1			
Computer Operator	2	2			
Concept Designer	4	4			
Coordinator II, Customer Care Center	3	3			
Coordinator, Billing	1	1			
Coordinator, Business License & Sales Tax	1	1			
Coordinator, Customer Care Center	6	6			
Coordinator, Facilities Support	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Coordinator, Lease	1	1			
Coordinator, Mailroom	1	1			
Coordinator, Merchandise Accounting	1	1			
Coordinator, Merchandise Accounting - Inventory	1	1			
Coordinator, Payroll	1	1			
Coordinator, Real Estate Accounting	1	1			
Coordinator, Store Projects	1	1			
Coordinator, Store Receiving	1	1			
Coordinator, Treasury Operations	1	1			
Copywriter	3	3			
Corporate FP&A Business Partner	1	1			
Coupon, Promotions & Testing Associate	1			1	
Creative Director, Creativebug	1	1			
Customer Success Manager, Creativebug	1	1			
Data Engineer	1	1			
Data Governance & Operations Architect	1	1			
DC HR Business Partner	3	3			
DevOps Engineer	1	1			
Digital Art Director	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Digital Designer, Creativebug	1	1			
Digital Production Designer	5	5			
Digital Production/Motion Designer	1	1			
Director, Application Development	1				1
Director, Assistant Controller - Accounting Operations	1				1
Director, Consumer & Pricing Analytics	1			1	
Director, Corporate Engagement & Communications	1	1			
Director, Creative	1	1			
Director, Data Science, Engineering & Integrity	1	1			
Director, Digital Optimization	1	1			
Director, Field Human Resources	1	1			
Director, Human Resources	1			1	
Director, IT Security & End User Services	1			1	
Director, Merchandise Planning & Replenishment	1			1	
Director, Omni-Channel Operations	1	1			
Director, Product Development & Sourcing	3	3			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Director, RAP, Audit & Security	1	1			
Director, SC Continuous Improvement	1		1		
Director, Store Operations & Customer Experience	1	1			
Director, Store Projects & Construction	1	1			
Director, Store Systems and Enterprise Analytics	1			1	
Director, Supply Chain FP&A & Ditto	1	1			
Director, Visual Merchandising	1	1			
District Manager I	36		36		
District Manager II	4		4		
DMM, Craft	1	1			
DMM, Fabric	1	1			
DMM, Seasonal	1	1			
eCommerce Associate	1	1			
eCommerce Category Merchant	4	4			
Editorial Director	1	1			
Editor-in-Chief, Creativebug	1	1			
Email Developer	1	1			
Enterprise Account Manager, Creativebug	1	1			
EVP, Chief Digital Officer	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
EVP, Chief Legal & Human Resources Officer	1				1
EVP, Chief Merchandising Officer, Sourcing & PD	1	1			
Executive Assistant to the CEO	1	1			
Field HR Business Partner	4	4			
Financial Analyst II, Accounts Payable	1	1			
Financial Analyst II, Corporate Treasury	1				1
Financial Analyst, Corporate FP&A	1	1			
Full Stack Developer, Creativebug	1	1			
Functional Analyst	3	3			
General Manager, Creativebug	1	1			
General Manager, Ditto	1	1			
Infrastructure Architect	1			1	
Intern	2	2			
JOANN.com Product Manager	1	1			
Lead Analyst, Digital Optimization - Search & SEO	1	1			
Lead Analyst, Quality Assurance	2	2			
Lead Application Engineer	8	6		2	
Lead Clerk, Accounts Payable	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Lead Clerk, Inventory Accounting	1	1			
Lead IT Project Manager	2	2			
Lead Strategist, Editorial Content	1	1			
Lead Systems Analyst, Store Operations Support	1			1	
Lead Technical Engineer	2	1		1	
Lead Technical Engineer, Data Administration	1	1			
Lead Technical Engineer, Security	1	1			
Lead, Demand Systems & Analysis	1			1	
Lead, Industrial Engineer	1		1		
Lead, Internal Communications, Diversity & Inclusion	1	1			
Lead, Mailroom	1	1			
Lead, Marketing Manager, Creativebug	1	1			
Lead, Trend, Seasonal	1	1			
Lead, Trend, Sewing	1	1			
Manager, Accounts Payable	1		1		
Manager, Application Development	4	2	1	1	
Manager, Application Development, Retail Store Systems & DevOps	1			1	
Manager, Benefits & Compensation	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Manager, Business Intelligence	1			1	
Manager, Category	2	2			
Manager, Construction	1	1			
Manager, Corporate Communications	1	1			
Manager, Corporate Responsibility	1	1			
Manager, CRM Strategy	1	1			
Manager, Customer Care Center	1	1			
Manager, Data Engineering	1	1			
Manager, Demand Planning	1	1			
Manager, Digital Optimization	1	1			
Manager, eCommerce Merchandising	1	1			
Manager, End User Services	1			1	
Manager, Finance Store Operations	1	1			
Manager, Fixture Programs & Purchasing	1	1			
Manager, HRIS	1			1	
Manager, Import Destination	1		1		
Manager, Inventory Accounting	1		1		
Manager, IT Governance, Risk & Compliance	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Manager, IT Program Management	1	1			
Manager, IT Security	1				1
Manager, Marketing - Ditto	1	1			
Manager, Merchandise Planning	2	2			
Manager, Outbound Logistics	3	2	1		
Manager, Packaging Design	1	1			
Manager, Payroll	1				1
Manager, Process Engineering & Omni	1	1			
Manager, Product Development	2	2			
Manager, Product Development - Ditto	1	1			
Manager, Product Development - Sewing	1	1			
Manager, Real Estate	1			1	
Manager, Real Estate Accounting	1	1			
Manager, Replenishment	2		1	1	
Manager, Risk & Claims Administration	1	1			
Manager, Sales & Margin Financial Planning & Analysis	1	1			
Manager, SAP Basis & Middleware	1	1			
Manager, Social Media	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Manager, Space Planning & Analytics	1	1			
Manager, SSC/DC Security	1		1		
Manager, Store & Floor Planning	1	1			
Manager, Store Operations Support & Communications	1	1			
Manager, Store Projects	1	1			
Manager, Strategic & Financial Planning	1	1			
Manager, Talent Acquisition	1	1			
Manager, Talent Development	1	1			
Manager, Team Member Relations & Absence Management	1	1			
Manager, Technical Services	1	1			
Manager, Treasury Operations	1			1	
Manager, Vendor Accounting	1			1	
Market Manager	2		2		
Marketing Planner, Decor, Seasonal	1	1			
Marketing Project Manager	1	1			
Merchandise Planner	6	6			
Network Engineer	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Packaging Designer	4	4			
Paralegal	1	1			
Photographer	2	2			
Photographer/ Videographer	1	1			
Planner, Digital Marketing	3	3			
Planner, Editorial Content	1	1			
Planner, Fixture Program	1	1			
Planner, Marketing	1	1			
Planner, Marketing Operations	1	1			
Planner, Merchandise	1	1			
Planner, Space Management	1	1			
Planner, Space Presentation	7	7			
Planner, Store Projects - Construction	2	2			
Product Designer	4	4			
Production Designer	4	4			
Project Engineer, Supply Chain	1	1			
Project Manager, Visual Merchandising	1	1			
Project Specialist	3	3			
PT Sr. Application Engineer	1	1			
Recruiter, Corporate	1	1			
Recruiter, Field	2	2			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Regional Administrative Assistant	5	5			
Regional Asset Protection Manager	4	4			
Regional Vice President	4		4		
Remote Designer	3	3			
Retoucher & Digital Asset Manager	1	1			
Security Lead, Transportation	1	1			
Security Officer	12	12			
ServiceNow Administrator	1	1			
Social Media Content Creator	1	1			
Sourcing Assistant	1	1			
Sourcing Associate	8	8			
Specialist II, Lease	1	1			
Specialist, Classification & Compliance	4	4			
Specialist, CRM	1	1			
Specialist, Digital Marketing	1	1			
Specialist, Digital Optimization	3	3			
Specialist, eCommerce	2	2			
Specialist, EDI	1	1			
Specialist, Global Compliance	1	1			
Specialist, HR Compliance	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Specialist, In-Store Marketing	1	1			
Specialist, Learning & Development	1	1			
Specialist, Leave	1	1			
Specialist, Marketing Projects - Ditto	1	1			
Specialist, Master Data	2	1		1	
Specialist, Payroll	1	1			
Specialist, Public & Community Relations	1	1			
Specialist, Quality Compliance	1	1			
Specialist, Risk	1	1			
Specialist, Service Desk	5	5			
Specialist, Service Desk, Level 2	3	3			
Specialist, Store Facilities	2	2			
Specialist, Store Operations	1	1			
Specialist, Store Project Systems	1	1			
Specialist, Store Projects & Transportation	1	1			
Specialist, Team Member Relations	1	1			
Sr. Accountant, Accounts Payable	1	1			
Sr. Accountant, General Accounting	1				1

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Sr. Accountant, Real Estate Accounting	1	1			
Sr. Accountant, Technical Accounting	1	1			
Sr. Administrative Assistant	3	3			
Sr. Analyst, Asset Protection Operations	1	1			
Sr. Analyst, Benefits	1			1	
Sr. Analyst, Carrier Management	1	1			
Sr. Analyst, eCommerce	1	1			
Sr. Analyst, Global Logistics	1	1			
Sr. Analyst, HRIS	2	2			
Sr. Analyst, Inbound Transportation	2	2			
Sr. Analyst, Inventory	5	3		2	
Sr. Analyst, IT Asset Management	1	1			
Sr. Analyst, Payroll	1			1	
Sr. Analyst, Real Estate Accounting	1	1			
Sr. Analyst, Shrink & Audit Analytics	1	1			
Sr. Analyst, Store Facilities	1	1			
Sr. Analyst, Store Finance Operations	1	1			
Sr. Analyst, Supply Chain Finance	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Sr. Analyst, Systems	2	2			
Sr. Analyst, Transportation Import-D	1	1			
Sr. Application Engineer	8	7	1		
Sr. Auditor, Corporate	1	1			
Sr. Auditor, Retail	1	1			
Sr. Business Analyst, IT	2	2			
Sr. Business Analyst, Merchandise Analytics	2	2			
Sr. Buyer, Needle Arts	1	1			
Sr. Buyer, Seasonal Decor	1	1			
Sr. Computer Operator	3	3			
Sr. Computer Operator - Scheduler	2	1		1	
Sr. Coordinator, Payroll	2	2			
Sr. Corporate FP&A Business Partner	1	1			
Sr. Data Scientist	1	1			
Sr. Director, Corporate Finance & Treasury	1				1
Sr. Director, Customer Marketing	1			1	
Sr. Director, Merchandise Planning & Replenishment	2	2			
Sr. Email Developer	2	2			
Sr. Enterprise Account Manager, Creativebug	1	1			
Sr. Financial Analyst, Omni-Channel	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Sr. Financial Analyst, Real Estate Analysis	1	1			
Sr. Financial Analyst, Treasury Operations	1	1			
Sr. Functional Analyst	1	1			
Sr. Identity & Access Management Engineer	1	1			
Sr. Legal Counsel	1			1	
Sr. Legal Counsel & Assistant Corporate Secretary	1			1	
Sr. Manager, Corporate Financial Planning & Analysis	1			1	
Sr. Manager, General Accounting & Reporting	1	1			
Sr. Manager, Merchandise Planning	1	1			
Sr. Manager, Outbound Transportation Strategy	1	1			
Sr. Manager, Sourcing	3	3			
Sr. Manager, Technical Services	1				1
Sr. Merchandise Planner	7	7			
Sr. Network Engineer	1	1			
Sr. Packaging Designer	1	1			
Sr. Planner, Fixture Program	1	1			
Sr. Planner, Photo Operations	1	1			
Sr. Product Designer	5	5			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Sr. Specialist, Absence Management	1	1			
Sr. Specialist, Content Development - Ditto	1	1			
Sr. Specialist, Digital Optimization	1	1			
Sr. Specialist, Digital Optimization - Global	1	1			
Sr. Specialist, Service Desk	4	4			
Sr. Specialist, Service Desk, Level 2	1	1			
Sr. Specialist, Team Member Relations	1	1			
Sr. Specialist, Workers Compensation	1	1			
Sr. Strategist, ISM Category	1	1			
Sr. Support Technician	1			1	
Sr. Technical Engineer	4	3		1	
Sr. Unified Engineer	1	1			
Sr. Video Director, Creativebug	1	1			
SSC HR Business Partner	2	1	1		
SSC Technician	2	2			
Staff Accountant II, General Accounting	1		1		
Staff Accountant, Real Estate Accounting	1	1			
Store Designer	2	2			
Store Process Engineer	2	2			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Store Technology Engineer	1	1			
Strategist, Category	2	2			
Strategist, Editorial Content	1	1			
Strategist, Influencer	1	1			
Strategist, Social Media	1	1			
Strategist, Visual Merchandising	1	1			
Stylist	2	2			
Supervisor, Accounts Payable	1		1		
Supervisor, Art Director	1	1			
Supervisor, Category Strategist	1	1			
Supervisor, Customer Care Center	1	1			
Supervisor, Data Integrity	1			1	
Supervisor, Digital Production	1	1			
Supervisor, End User Services	1			1	
Supervisor, Inventory Accounting	1	1			
Supervisor, IT Operations	3	2		1	
Supervisor, Security	1	1			
Supervisor, SSC Facilities	1	1			
Supervisor, Store Facilities	1	1			
Supervisor, Store Projects	1	1			

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	3/31/25- 4/14/25 Separation Date	4/30/25- 5/14/25 Separation Date	5/30/25- 6/13/25 Separation Date
Supervisor, Treasury Operations	1			1	
Support Technician	2		2		
SVP, Store Operations	1			1	
SVP, Supply Chain	1		1		
Systems Analyst, Store Operations	1	1			
Technical Engineer	6	5		1	
Technical Product Manager	1	1			
VP, Controller	1			1	
VP, Global Sourcing & Product Development	1	1			
VP, GMM, Seasonal	1	1			
VP, GMM, Sewing	1	1			
VP, Human Resources	1	1			
VP, Inventory Management	1	1			
VP, Store Facilities & Real Estate	1			1	
Total	662	546	63	44	9